

CAL POLY

REPORT

California Polytechnic State University, San Luis Obispo

Vol. 46, No. 14, Jan. 7, 1993

28 staff members elected to council

The new Cal Poly Staff Council has been elected and will meet for the first time on Wednesday, Jan. 13, at 10 am in UU 220.

The 28 representatives are:

Academic Affairs, Affirmative Action, Executive Management, and University Relations: Jackie McIntosh and Eric Doepel (one-year terms) and Bonnie Krupp and Joan Kennedy (two-year terms).

Associated Students Inc.: Sally Mello (two-year term).

Business Affairs: Dallis Day, Joann Lingo, Debbie Semling and Donna Massicotte (one-year terms) and Pat Harris, Ron Hurd, Randy Bello and Susan King Jacobson (two-year terms).

College of Agriculture: Gail Simmons (two-year term).

Colleges of Architecture and Environmental Design and Business: Kathi Bruns (one-year term).

College of Engineering: Ellen Stier (one-year term).

College of Liberal Arts and University Center for Teacher Education: Patricia Lindsey (one-year term) and Druci Reese (two-year term).

College of Science and Mathematics: Rosemary Bowker (two-year term).

Foundation: Melissa Swanson and Angela von Rauner (one-year terms) and Victoria Dorsey and Cindy Giambalvo (two-year terms).

Information Systems: John Burdett (one-year term) and Marsha Epstein (two-year term).

Student Affairs: Lorraine Ridgeway and Donna Nichols (one-year terms) and Mary Lou Sneed (two-year term).

Complete election results are posted in the glass case outside the Student Services Building, in

the window by Customer Service at El Corral, in the lobby of the Foundation Administration Building, and in the front entrance window of the Kennedy Library.

Swansen exhibit, memorial to be held

A memorial celebration and an exhibit of watercolors and inks by former architecture faculty member Vern Swansen are being held in the Kennedy Library.

The exhibit, "The Magic of Nea Hellada," is on display in the Lobby Gallery through Jan. 31. This marks the 12th annual exhibition of Swansen's work.

The memorial celebration for Swansen, who died Dec. 2, will be at 5:30 pm Friday, Jan. 8, also in the Lobby Gallery. Everyone is welcome.

Philipp Jung, 42

Philipp Jung, a member of the Theatre and Dance Department, died on Dec. 12 of complications from AIDS.

One of the country's leading set designers, Jung came to Cal Poly in the fall of 1991. He earned his bachelor's degree from Ohio University and his Master of Fine Arts from Yale University.

Jung designed the sets for the Broadway productions of "Eastern Standard" and "Mastergate." He also designed sets for major regional theaters around the country including the American Repertory Theatre, the Manhattan Theatre Club, Berkeley Rep, South Coast Rep, Arena Stage, and the Mark Taper Forum.

Jung is survived by his mother and sister, both of Cleveland.

PROFS mail must be reduced soon

To prepare for the end-of-January changeover to the new OfficeVision electronic mail system, it is essential that everyone using PROFS reduce their outstanding mail to 40 or fewer items as soon as possible.

As part of the change, all outstanding mail will be converted to a new format. The changeover (or "migration") might fail for individual accounts with a large volume of mail that has not been erased or filed.

For help in processing mail, contact the End User Support Help Desk at ext 5506.

Committee named for dean search

President Baker has appointed the following individuals to serve on the consultative committee to select a dean for the College of Liberal Arts: Brent Keetch, English; Joanne Ruggles, Art and Design; John Russell, Music; Richard Shaffer, Social Sciences; Stephen Kaminaka, Ag Engineering; George Lewis, Mathematics; Diane Michelfelder (committee chair), Philosophy; Peter Lee, College of Engineering; Brent Hultquist, student representative; Anna McDonald (ex-officio), Affirmative Action; and Michael Suess (ex-officio), Faculty Affairs.

Correction

Retired architecture faculty member Don Koberg and his wife donated \$10,000 to establish the Don and Caryl Koberg Architecture History Scholarship Endowment. The Dec. 3 issue of the *Cal Poly Report* mistakenly stated that the endowment would total \$10,000 when mature.

Talks set on politics, sexual harassment

A UC Berkeley professor of women's studies and history will give two presentations Monday, Jan. 11.

Dr. Glenna Matthews will speak at noon in the Staff Dining Room on "The Rise of Public Woman," the title of her recently published book. Part of the Women's Studies Lunch-Time Seminar series, the talk will examine how sexual innuendo has been used for centuries to drive women out of public life and how women have tried to fight back. The discussion will also cover the Anita Hill-Clarence Thomas hearings.

Matthews' second presentation, "Running as a Woman: Women Candidates and Women's History," will be at 7 pm in Fisher Science 286. She will discuss the historical background of the 1992 election and the current situation of women candidates for elective office.

For more information, call Carolyn Stefanco, Women Studies Program, ext. 2845.

Social issues topic of exhibit, lecture

Political and social themes will be explored in an exhibit and lecture that will begin the new year in the UU Galerie.

The large-format oil paintings of emerging East Coast artist Thomas Kidd will be featured in "Internal Images." The show will open with an artist's reception from 4 to 6 pm today (Jan. 7), and will run through Sunday, Feb. 7.

In conjunction with the show, internationally acclaimed artist Rupert Garcia will present a lecture at 11 am Thursday, Jan. 21, in UU 220. A reception will be held in the Galerie immediately after Garcia's talk.

As with Garcia, the work of the 28-year-old Kidd reflects a concern for problems often affecting minorities. Kidd's oils incorporate im-

ages drawn from the subconscious as well as the conscious mind.

Garcia has been a major force in the art field since the '80s. His achievements are a particular source of pride to young Latinos. His paintings and drawings are a reflection of the events of his time, often depicting revolution, repression and anti-establishment themes.

Galerie hours are Tuesday and Wednesday, 10 am to 5 pm; Thursday, 10 am to 8 pm; Friday, 10 am to 4 pm; and Saturday and Sunday, noon to 4 pm. For more information, call the Galerie at ext. 1182.

Career Services to offer workshops

The Career Resource Center, part of Career Services, will offer three workshops during Winter Quarter.

A Jan. 20 workshop will be on graduate school information and research. Princie Scott from graduate admissions will be the guest speaker.

On Jan. 28, Wayne Montgomery from the Kennedy Library will discuss how to research companies.

Linking majors and careers, the final workshop on Feb. 11 will focus on using the resources in the Career Resource Center.

All workshops will be from 3 to 4 pm in Room 224 of the Student Services Building. Advance registration is requested. To sign up or get more information, call ext. 1501.

'91 PROFS calendars to be deleted Jan. 17

On Sunday, Jan. 17, all PROFS calendars for 1991 will be deleted. Calendars for 1991 can be printed before that date. For help in printing your PROFS calendar, contact the End User Support Help Desk at ext. 5506.

AASCU picks Baker for national project

President Baker is one of 36 state college and university presidents selected to participate in a national student retention project.

The project, conducted by the American Association of State Colleges and Universities (AASCU), is funded by a \$375,000 grant from the Student Loan Marketing Association (Sallie Mae).

The presidents were selected for their commitment and involvement in student retention programming. They will work with national leaders to promote retention and graduation on their own campuses and will serve as resources to other colleges.

The project will involve campus teams to gather and distribute information on successful retention practices, develop ways to assess institutional progress in meeting retention and graduation goals, and establish networks to promote retention and graduation.

Baker's involvement in the three-year project will be for one year. Each year, 36 different schools will be selected to participate.

Peer health educators needed for 1993-94

Faculty members are asked to let students know that the Health Education Program is accepting applications for peer health educators for the 1993-94 academic year. Students interested in the pre-health professions are encouraged to apply.

After completing a training program, peer health educators help plan and produce creative health-promotion activities on campus and in the community.

The programs concentrate on four areas: alcohol and drug awareness, lifestyle wellness, nutrition, and sexuality education. Applications and additional information are available at the Health Center. The deadline to apply is Jan. 29.

Time capsule to be resealed Jan. 12

Cal Poly and San Luis Obispo memorabilia from as far back as 1901 will be sealed into the cornerstone of the remodeled Business Administration and Education Building in a ceremony from 1 to 2 pm, Tuesday, Jan. 12, at the building's east entrance.

The time capsule was originally put into the cornerstone of the campus's first Administration Building on Jan. 15, 1903.

A new copper box will include a copy of the formal invitation to that first ceremony, documents from the founding of the school in 1901, copies of the San Luis Obispo Tribune from 1903 and 1943, photographs, and a 1942 yearbook. Current Cal Poly memorabilia will be added, including a videotape of the 1993 cornerstone ceremony.

The capsule was removed when the old Administration Building was demolished in 1941. In 1943 new items were added before the container was resealed in the cornerstone of BA&E, which was built as a replacement administration building on the site of the original one.

The old capsule was removed again before the current BA&E remodeling began. It was opened in November.

President Baker, former President Robert Kennedy, who attended the 1941 cornerstone opening, and Dean of Library Services David Walch will participate in the ceremony.

A plaque to be installed on the marble facing of the cornerstone will indicate the capsule should be opened on Jan. 12, 2043.

Tax to be withheld from vendor payments

On Jan. 1 two changes became effective in tax regulations on payments to vendors:

✓ Cal Poly will now withhold state income taxes on payments to

out-of-state vendors who provide a service when total payments to the vendor exceed \$1500 in a calendar year. Non-resident vendors in this category, who include guest lecturers, will have 7 percent of their payment withheld.

✓ All vendors doing business with Cal Poly, regardless of residency status or type of business, must now complete state Form 204, the Vendor Data Record. This will be handled primarily by the Purchasing and Accounts Payable offices, but departments might be involved when dealing directly with lecturers and others. If Form 204 is not returned by the person or company being paid, 20 percent federal tax and 7 percent state tax will be withheld from the payment.

Petty cash purchases are not affected by the new regulations.

For more information, call Accounts Payable at ext. 2291.

Aceto appointed

Jeanne Aceto has been named director of college relations and development for the College of Engineering.

Aceto, who came to Cal Poly in 1981, was the director for the Women's Engineering Program.

Her office is now in the Engineering Building, Room 266, and her telephone extension is 2853.

Tapes on sale

"A Christmas Celebration," an audio cassette tape featuring the 1992 Cal Poly Choirs, conducted by Tom Davies, is on sale in the Music Department office for \$7. Songs from around the world celebrating Christmas and Hanukkah are featured. For more information, call the Music Department at ext. 2406.

Cultural pluralism requirement passed

Cal Poly has instituted a graduation requirement in U.S. cultural pluralism. The Academic Senate passed a resolution in December, and courses will be identified in the 1994-96 catalog.

The University Curriculum Committee will solicit and endorse courses that meet four criteria:

- Emphasis on one or more of these four U.S. cultures: Asian American, African American, Hispanic American, American Indian.
- Attention to issues of gender, diversity, equity, ethnocentricity and ethnicity and the relationships to problems facing contemporary society, especially those resulting from racism and discrimination.
- Application of rigorous pedagogical, scholarly methods and standards as evidenced in substantive exams, reports, papers and projects.
- Attention to critical thinking skills that will allow students to address cultural, racial, and gender issues in a sensitive and responsible manner and to evaluate their own attitudes and those of others.

Students will be able to choose approved courses in general education, major, minor, and elective categories. The requirement can be met without adding any extra credit hours to existing graduation requirements. Most approved courses will "double count" in satisfying other requirements as well.

As part of the renewed initiative in multicultural education at Cal Poly, the Ethnic Studies Program is offering five new experimental courses to complement the two standing Ethnic Studies courses and will soon propose a minor in Ethnic Studies. For more information, contact the Ethnic Studies office, ext. 1707.

Enrollment deadlines strictly enforced

Faculty and staff members are asked to be aware of and adhere to the student enrollment deadlines published every quarter in the Class Schedule.

These deadlines will be strictly enforced by the Academic Records office.

Faculty members are also encouraged to tell students to verify their enrollment by calling CAPTURE for a list of classes, checking their printed CAPTURE schedule, or checking with their academic department or the Academic Records office.

Schedule corrections (adding, dropping or any class changes) may not be made after the Winter Quarter deadlines listed below. Student grades and academic progress could be affected, and academic departments will not receive teaching credit until the students are properly enrolled.

Deadline Dates:

Jan. 15: Last day to drop a class.

Use the CAPTURE Drop Only line, 756-7888.

Jan. 19: Last day to add a class.

Call CAPTURE (756-7777) to add or list classes. Add requests will be accepted at the Academic Records office for five working days after the deadline (until Jan. 26), but the form **must be signed** by the instructor by the deadline date.

Last day to submit an audit petition.

Last day to register for Winter Quarter and pay fees.

Last day to withdraw from the quarter and qualify for a refund of registration fees.

Jan. 25: Last day to submit credit/no credit grading petition.

Library to offer senior project help

The library's Reference Department will offer clinics to help students conduct library research for senior projects.

The clinics will include information on how to find materials useful for a senior project and how to find journals and other students' senior projects using Polycat. Three special sessions will cover advanced searching methods on Polycat, and one session will be on remote on-line searching.

The sessions will be available beginning the second week of classes and will be scheduled by request for groups of senior-project students.

To schedule, students or faculty members should call Eileen Pritchard at ext. 2403, and leave a message. Someone will return the call to set up a time.

El Corral looking for campus authors

El Corral Bookstore is looking for names to include in the 1993 edition of "Campus Authors of California Polytechnic State University, San Luis Obispo," which will include a selection of recent books by campus writers and information on the authors themselves.

El Corral will send campus author registration forms to faculty and administrative staff members during the first two weeks of January. Anyone with questions, and those who have recently had a book published and don't receive a registration form, should contact Nick Routh at ext. 5305.

Rec Sports to offer fitness classes

Recreational Sports will offer several fitness classes during Winter Quarter, including Morning Step, Power Step, Coached Swim Workout and Aqua Aerobics.

The classes begin Jan. 11 and cost \$28 for the quarter. For specific meeting days and times or for a program brochure, stop by the Rec Sports office, UU 202C, or call ext. 1366.

Incentive program applicants sought

The 1992-93 CSU Forgivable Loan Doctoral Incentive Program is seeking applicants.

The program is designed to increase the number of CSU faculty members who are minorities, women, or people with disabilities in academic fields where they are underrepresented. All areas of study will be considered, but priority will be given to applicants pursuing doctorates in the most severely underrepresented academic fields in the CSU.

The program is open to new and continuing full-time students enrolled in doctoral programs at accredited universities during the academic year. The deadline to submit applications is Feb. 15. For applications and additional information contact the Affirmative Action Office at ext. 2062.

Training scheduled for SIS PLUS

Training sessions will be held for new SIS PLUS users on Jan. 26 and Feb. 17. There will be two sessions each day: 9-10:30 am and 1:30-3 pm. Attendance at one of the sessions is required in order to obtain an SIS account number and to access the student database.

An account request form is available from the Help Desk at ext. 5506. The form should be filled out, signed by the appropriate supervisor, and brought to the class.

Call Jane Paris at ext. 2723 to sign up.

CPR schedule

Cal Poly Report is published by the Communications and Special Events Department.

Typewritten copy must be submitted to Jo Ann Lloyd, Heron Hall, by NOON on the Thursday a week before you'd like it to appear.

Who, What, Where, When

Art work by **George Jercich**, *Art and Design*, has been selected for the California Design '93 exhibition organized by the Baulines Crafts Guild of Sausalito.

A paper co-authored by **Kay Perryman**, *Biological Sciences*, "Repopulation of Denuded Tracheal Grafts With Sorted and Enriched Populations of Rat Alveolar Type II Cells," was presented at the Second Annual Lung Cell Biology Symposium at Woods Hole, Mass. Collaborators included **Ananda Goldrath**, Perryman's former senior project student.

B. Christine Shea, *Speech Communication*, presented a paper, "The Effects of Mother-Daughter Communication on Female Sexuality and Sexual Behavior," at the annual meeting of the speech Communication Association held in Chicago.

Angie Estes and Peggy Lant, *English*, presented two papers at the Philological Association of the Pacific Coast conference in San Diego: "That Dangerous Experiment': Drugs, Love, Lust, and Marriage in Louisa May Alcott's 'Perilous Play'" (American literature section) and "Unlovely, Unreal Creatures': Resistance and Relationship in Louisa May Alcott's 'Fancy's Friend'" (children's literature section).

Jim Greil, *Crop Science*, organized the first employment opportunities session at the California Agricultural Production Consultants Association meeting in San Diego.

Phillip Doub, *Agribusiness*, was a national judge at the FFA Marketing Contest in Kansas City.

David George, *Political Science*, co-authored and presented a paper, "Political Socialization: A Comparative Institutions Approach," at the annual Pacific Northwest Political Science Association meeting held in Portland.

Photography by **Norman Lerner**, *Art and Design*, has been selected for the permanent collection of the Santa Barbara Museum of Art.

Jack Sullivan, *Landscape Architecture*, presented a paper on the interpretation of historic topography for design intervention in the urban landscape to the Council of Educators in Landscape Architecture (CELA) Annual Conference held at the University of Virginia.

Bradford Grant, *Architecture*, and **Jack Sullivan**, *Landscape Architecture*, presented their paper, "The Interdisciplinary Design Studio in the 21st Century," at the 1992 ACSA West Regional Conference at the Embassy Suites Hotel in San Luis Obispo sponsored by Cal Poly's Architecture Department. The presentation reported on the fourth-year urban design studio conducted by Grant and Sullivan during Winter Quarter.

Dale Sutliff, *Landscape Architecture*, was elected to a three-year term as director for Region 2 (California, Arizona, Nevada and Utah), of the Council of Educators in Landscape Architecture. **Sutliff** also completed an "Access Corridors Study and General Development Plan Map Updates" for the Pismo State Beach and State Vehicle Recreation Area environmental impact report through an interagency agreement with the California Department of General Services.

Gary Dwyer, *Landscape Architecture*, has been selected by the Metropolitan Toronto Conservation Commission to design a series of four environmental art projects in the city of Scarborough near Toronto, addressing aspects of the city's sandstone bluffs.

Craig Russell, *Music*, presented a paper, "New Jewels in Old Boxes: Recovering the Lost Heritage of Colonial Mexico," at the Pacific Southwest Chapter meeting of the American Musicological Society at Cal State L.A.

Nan A. Byars, *Engineering Technology*, co-authored a paper, "Using Infrared Thermography to Study Building Heat Transfer," published in the ASHRAE Journal.

Lisbeth Ceaser, *Teacher Education*, presented a paper, "Equal Access to Instruction in a Whole Language Classroom," at the annual conference of the California Reading Association in San Diego.

Three *Natural Resources Management* faculty members participated in the Central Coast Woodland Management and Wood-Product Development Workshop in King City. **Tim O'Keefe** chaired the technical panel program about oak-woodland resources management. As part of the panel **Tim Plumb** presented a paper, "Oak Regeneration," and **Norman H. Pillsbury** gave a paper, "The Great Biomass Energy Farm Experiment of 1982." **O'Keefe** also presented a paper on environmental constraints on Central Coast wood-products development.

A review by **Bud Evans**, *Political Science*, of Daniel Yankelovich's "Coming to Public Judgment: Making Democracy Work in a Complex World" was published in the September 1992 issue of *The Annals of the American Academy of Political and Social Science*.

Ilene Rockman, *Library*, received the Constance McCullough Area Service Award from the California Reading Association for exemplary service in promoting literacy throughout a large geographic area in the state.

Barbara Weber, *Home Economics*, has been appointed by the President of Allan Hancock College to serve on the college's Fashion Design Advisory Committee.

Carolyn B. Shank, *Recreation Administration*, coordinated and chaired the student research symposium for the California Parks and Recreation Society District VIII Conference held in Buellton.

Barbara Hallman, *History*, was one of three historians invited by the University of Michigan to a conference to evaluate its five-year-old Vatican Archives Project at the Pierpont Morgan Library in New York.

Stephen McGary, *Agribusiness*, and **Mark Shelton**, *Crop Science*, were part of a group of 10 specialists selected to go to Japan to study Japanese agriculture. The trip was sponsored by the Center for Global Partnership of the Japan Foundation and included visits to the American Embassy in Tokyo, governmental agencies, agricultural extension facilities, experiment stations, universities and farms.

Patti Hamer Breckenridge, *Ornamental Horticulture*, gave a presentation, "The Xeriscape Garden: Water Conservation Through Creative Landscaping," to the Sunset Terrace Property Owner's Association of Los Osos at their annual meeting.

An article by **Charles E. Dills**, *Chemistry emeritus*, "A Walk Through Snow," was published in the October issue of the *Journal of Chemical Education*.

Poems by **Gloria Velasquez**, *Foreign Languages and Literatures*, were published in *The Bilingual Review*, Vol. XVII, No. 2, May-August 1992.

Nick Sweeney, *Industrial Engineering*, presented a paper, "Diagnosing Faults in Circuit Boards — A Neural Net Approach," at the Artificial Neural Networks in Engineering conference in St. Louis.

Dateline. . . .

(§) - Admission Charged

THURSDAY, JANUARY 7

Reception/Exhibit: Paintings by Thomas Kidd will be displayed through February 7. Artist's reception, 4 pm. UU Galerie.

Exhibit: "The Magic of Nea Hellada," watercolors and inks by Vern Swanson, will be displayed through Jan. 31. Library's Lobby Gallery.

FRIDAY, JANUARY 8

Memorial: A memorial celebration in honor of Vern Swanson (Architecture) will be held. 5:30 pm, Library's Lobby Gallery.

Wrestling: Oregon State University, Mott Gym, 7 pm. (§)

SATURDAY, JANUARY 9

Women's Basketball: Cal State Stanislaus, Mott Gym, 7:30 pm. (§)

SUNDAY, JANUARY 10

Exhibit: Carlos Rojas Maffioletti will exhibit his paintings through Feb. 5. University Art Gallery (Dexter).

MONDAY, JANUARY 11

Speaker: Glenna Matthews (UC Berkeley) will discuss "The Rise of Public Woman" as part of the Women's Studies Lunch-Time Seminar series. Staff Dining Room, noon. She will discuss "Running as a Woman: Women Candidates and Women's History" at 7 pm in Fisher Science 286.

TUESDAY, JANUARY 12

Ceremony: A time capsule will be sealed into the cornerstone of the remodeled BA&E Building. East entrance to BA&E. 1 pm.

Wrestling: Fresno State, Mott Gym, 7 pm. (§)

FRIDAY, JANUARY 15

Play: "King to King" commemorating Martin Luther King Jr. Theatre, 7 pm. (§)

Last day to drop a class. Use the CAPTURE drop-only line, ext. 7888.

time base where applicable), unless otherwise stated. This university is subject to all laws governing affirmative action and equal employment opportunity including but not limited to Executive Order 11246 and Title IX of the Education Amendments Act and the Rehabilitation Act of 1973. Cal Poly hires only individuals lawfully authorized to work in the United States. All eligible and interested persons are encouraged to apply.

CLOSING DATE: Jan. 31, 1993

Lecturer (full-time), Chemistry, College of Science and Mathematics. For 1993-94 academic year. Successful candidates will teach general chemistry, but efforts will be made to offer teaching in area of specialization. Ph.D. required by the closing date.

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Dean, College of Liberal Arts

The College of Liberal Arts is organized into the departments of Art and Design, English, Foreign Languages and Literatures, Graphic Communication, History, Journalism, Music, Philosophy, Political Science, Psychology and Human Development, Social Sciences, Speech Communication, and Theatre and Dance. The college provides interdisciplinary direction to Ethnic Studies, Women's Studies, and Liberal Studies programs.

The Position: The dean provides leadership and support for the faculty of the college; creates a positive environment for teaching, research, and service; exercises administrative supervision; provides guidance for the college's curricular, fiscal, personnel and student programs; and actively seeks supplemental financial support for new and existing programs. The dean administers campuswide extracurricular programs in the arts, humanities, and social and behavioral sciences. The dean is active in the development of universitywide policy as a member of the Academic Deans' Council and provides leadership at the campus level for the integration of liberal arts and technical programs. The dean reports directly to the vice president for academic affairs.

Qualifications: An earned doctorate or appropriate terminal degree in a discipline represented in the college; evidence of achievement in, and a strong commitment to, teaching excellence and scholarship; adminis-

trative experience at the department head level or above; a record of effective working relationships with faculty, staff, and students; a demonstrated capacity for academic leadership; ability to communicate effectively with a culturally diverse campus community; and sensitivity to student needs in a multicultural educational environment.

Compensation: Commensurate with background and experience.

The position is open until filled; however, applications and nominations are encouraged by Feb. 1, 1993. The preferred starting date for the position is July 1, 1993. Applications, nominations, and inquiries should be addressed to Robert Koob, vice president for academic affairs. AA/EEO

Applicants sought for diversity program

Cal Poly is establishing a pool of individuals that could be appointed to full-time academic year tenure-track or lecturer positions, especially women, persons of color, and members of other underrepresented groups, including the disabled.

The faculty diversity program seeks to create a faculty that reflects the ethnic and cultural diversity of California.

Qualifications: appropriate terminal degree; evidence of success or strong potential for success as a university-level teacher; evidence of or potential for professional activity as a scholar, professional, or performing or creative artist.

There is no deadline for applications, but candidates are encouraged to submit applications as soon as possible to receive full consideration. The starting date is negotiable, but must be at the beginning of an academic quarter. Academic rank and salary will be commensurate with qualifications.

Applications and nominations should be addressed to Robert Koob, vice president for academic affairs. Applications will be forwarded to the appropriate academic department. Applicant screening and subsequent actions will be conducted in accordance with established university procedures. Cal Poly is an Equal Opportunity, Affirmative Action Employer.

Position vacancies

Candidates for positions on the faculty of the university are presently being sought. Those interested in learning more about the positions are invited to contact the appropriate dean or department head. Salaries for faculty are commensurate with qualifications and experience (and